



THE ADECCO GROUP

Swiss Skills Shortage Index 2021





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Executive Summary

Swiss Skills Shortage Index: what does the study show?

The Swiss Skills Shortage Index, compiled by the Adecco Group and the Swiss Job Market Monitor from the University of Zurich, shows which occupations have the largest skills shortage, and which have the greatest oversupply of labour. It analyses which occupational groups have a particularly high or low number of vacancies compared to the number of job seekers. By comparing the results with those of previous years, it is also possible to determine whether the skills shortage in each of the occupational groups has increased or decreased over time.

Year-on-year increase in the skills shortage

According to the Swiss Skills Shortage Index, the need for skilled labour in the summer half-year of 2021 was up 27% on the previous year (summer half-year of 2020). The number of job advertisements increased in almost all occupations and the number of job seekers decreased. There is currently little sign anymore of the ease in the skills shortage caused by COVID-19 pandemic we observed in 2020. This is particularly severe in engineering, IT, and technical occupations, as well as in occupations within the fields of medicine and pharmaceuticals.

Skills surplus greatest in commercial occupations

In addition to occupations with a skills shortage, there are also some with a skills surplus. Here, there are significantly more people seeking jobs than there are vacancies available. Commercial and administrative occupations (e.g. office jobs) and jobs in the hospitality and housekeeping industries have the largest skills surplus. In most occupations with a skills surplus, the COVID-19 pandemic has further compounded the difficult situation for job seekers. In addition, the gap between occupations with a skills shortage and those with a skills surplus was widened by the COVID-19 pandemic and has not yet closed again.

COVID-19 pandemic: German-speaking Switzerland's need for skilled labour fluctuates even more

A regional comparison shows that the need for skilled labour in German-speaking Switzerland decreased more severely as a result of the COVID-19 pandemic than in French-speaking Switzerland. In a year-on-year comparison, however, a stronger upswing is now also noticeable in German-speaking Switzerland. The pandemic is therefore having little impact on the economic upswing recorded in French-speaking Switzerland in recent years.

Skills shortage: definition and effects

What is a skills shortage?

A skills shortage exists if there are more vacancies than job seekers in an occupation. In contrast, a skills surplus exists if there are more job seekers than job vacancies in an occupation. Skills shortages and surpluses have a major impact on both companies and job seekers. The more people affected by unemployment or the more companies affected by a skills shortage, the greater the influence on the economy and society. The Swiss Skills Shortage Index therefore ranks occupations based on the scale of the shortage or surplus.



What does a skills shortage mean for employees?

A significant skills shortage makes it easier for employees to find work. Specifically, this means the more vacancies and fewer job seekers there are per position, the greater the chance of people finding a job. In addition, the skills shortage determines how great employees' bargaining power is for conditions such as salary or working hours.

What does a skills shortage mean for companies?

Companies strive to find the most suitable employees to fill their vacancies, as this plays a key role in their commercial success. The greater the skills shortage for a specific occupation, the harder it is for companies to find suitable candidates for their vacant positions. In addition, unfilled vacancies hamper economic performance and capacity to innovate - not just for individual companies, but also for the economy as a whole. An increasing number of companies have a dwindling skilled talent pool to tap into, meaning companies have to pursue innovative strategies in order to counteract the skills shortage.

What does a skills shortage mean for our economy and society?

Unfilled vacancies hamper economic performance, while the high unemployment rate due to an oversupply of labour adversely impacts the social security system. Cooperation between politicians and the business world is therefore crucial so that people choose, or do not leave, jobs affected by the skills shortage. This requires attractive working conditions that meet the needs of skilled staff, for example, adjusting conditions for women. In addition, people with qualifications that are no longer sought after should have the opportunity to continue their education or retrain to become in demand again on the job market.

“We expect the global economy to gain momentum in 2022 and the pandemic situation to further normalise, further increasing the need for skilled labour. It is highly likely that this development will also increasingly affect services such as tourism”,
says Marcel Keller, Head of Adecco Switzerland, in assessment of the current situation.

The Swiss job market: 14 years of experience



The Adecco Group Switzerland and the Swiss Job Market Monitor (SJMM) of the Institute of Sociology at the University of Zurich have worked closely together in the field of job market studies for around 14 years.

Since 2018, the Adecco Group Switzerland, in collaboration with the Swiss Job Market Monitor of the Institute of Sociology at the University of Zurich, has published a comprehensive annual study about the current scope and the development of the skills shortage in Switzerland. The findings of these studies are based on the quarterly surveys of the Adecco Group Swiss Job Market Index (Job Index). For around 14 years, this has provided a scientifically substantiated and comprehensive measure of the development of job vacancies in Switzerland.



The Swiss Skills Shortage Index is the first annual study on the skills shortage in Switzerland based on a representative data collection.

Data and calculation methods

Data

The Swiss Skills Shortage Index and its Skills Shortage Ranking are based on the quarterly surveys of the Adecco Group Swiss Job Market Index (Job Index) and figures from the employment and labour market statistics system (PLASTA). The figures from the second and third quarters (summer half-year) and the fourth and first quarters (winter half-year) are each combined into a cumulative value. The ranking and the annual comparisons are based on figures from the summer half-years. Comparing the current summer half-year 2021 with the summer half-year 2019 makes it possible to assess the change in the skills shortage between a point in time prior to the COVID-19 pandemic and today. The comparison of the current summer half-year 2021 with the summer half-year 2020 shows how the skills shortage has developed to date since the early phase of the COVID-19 pandemic.

Calculation of the skills shortage

The number of job advertisements according to the Adecco Group Swiss Job Market Index is compared with the number of job seekers registered with PLASTA on an occupation-by-occupation basis. Specifically, the indicator v_i/u_i (where v stands for vacancies, u for the unemployed and i for the occupation) is calculated for the whole of Switzerland and for each large Adecco region. This indicator represents the strength of the skills shortage within an occupation but does not necessarily record the extent of the skills shortage or surplus. To calculate this factor, the indicator v_i/u_i is additionally weighted with the size of the occupation. Specifically, the number of employees per occupation is used.

The Skills Shortage Index shows the development over time since 2016. The index value of 100 is defined as the average ratio between the number of vacancies and the number of job seekers across all occupational groups in 2016 weighted by the size of the occupation.

Definition of occupations

The advertised jobs that appear during the respective analysed week (basis: tens of thousands of advertisements per quarter) are taken into consideration to calculate the number of vacancies per occupation. The job descriptions in the advertisements are assigned to the job categories of the Swiss Standard Classification of Occupations 2000 (SBN2000) from the Federal Statistical Office and to the regions using a standardised, largely automated process. The number of job seekers per occupation and region according to PLASTA is provided by the State Secretariat for Economic Affairs (SECO).



- Measurand:**
Vacancies per job seeker in an occupation (v_i/u_i), weighted by the size of occupation
- Job seekers:**
All job seekers registered with the regional job centres (RAV)
- Vacancies:**
Representative survey of job advertisements in Switzerland by the Swiss Job Market Monitor (SJMM)

The need for skilled labour is rising sharply in Switzerland: the Skills Shortage Index has overcome the low of 2020

Swiss Skills Shortage Index: a roller coaster ride

DAAlmost all of the labour market figures for Switzerland are currently developing positively, and economic growth is being forecast (Seco and KOF). Swiss companies urgently need suitable personnel to deal with this growth. As a result, a huge increase in the need for skilled labour is currently being recorded. The number of vacancies according to the Adecco Group Swiss Job Market Index is therefore growing rapidly (+28% year-on-year) and has already returned to the very high pre-coronavirus level. It can even be

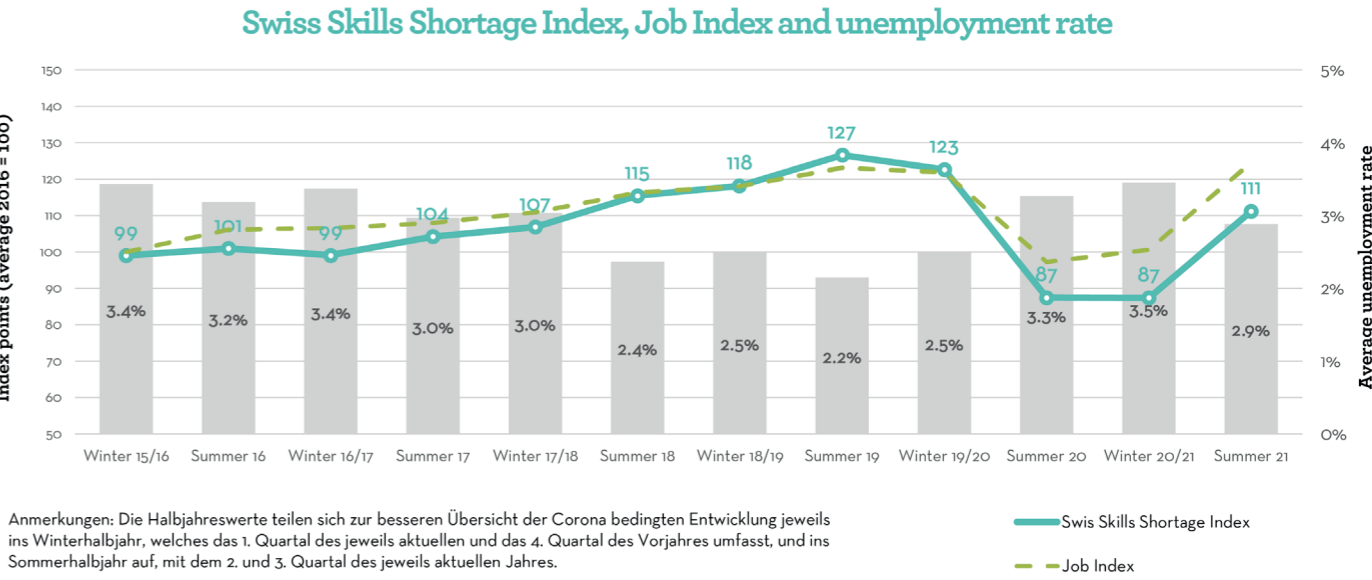
assumed that the upward trend in job advertisements will continue. This is because many companies currently consider their workforce to be too small and want to increase their number of employees in the next three months. This is shown by the KOF Employment Indicator. At the same time, the number of registered job seekers is falling by 13% year-on-year. Accordingly, the unemployment rate is already very low again (currently 2.5%).

Due to the developments in the number of vacancies and job seekers, there is a marked increase of +27% in the Swiss Skills Shortage Index compared to the summer half-year 2020. However, the

index is currently 12% lower than in the equivalent pre-coronavirus period (summer half-year 2019). The Skills Shortage Index thus fluctuated a great deal over the last 2 years, but now seems to have settled down again, at least for the time being.

“There is already a noticeably strong demand for qualified professionals. We need longer to find employees with the right skills to fill vacancies. It is more important than ever to search for suitable candidates on the right channels and portals as well as via active sourcing. This particularly applies to IT jobs. The shortage of professionals is especially great in the fields of software engineering and security, where there is a lack of cybersecurity specialists for example. Companies have become more aware of the importance of cybersecurity, resulting in higher demand for qualified candidates with good digital skills,”

says Luca Semeraro, Adecco Group Head of Recruitment for the DACH region.



Skills shortage in engineering occupations continues

The COVID-19 pandemic has shaken up the labour market. How much this will change in the longer term will become clear in the coming years. To date, however, the pandemic has made little difference to which occupations are particularly affected by a skills shortage and which are less so. As in previous years, engineering occupations (e.g. civil engineers) are at the very top of the skills shortage ranking. They have the greatest skills

shortage, and this has increased sharply in a year-on-year comparison (summer half-year 2020). As such, it should soon return to the pre-COVID-19 pandemic level. Finding suitable staff to fill vacancies in engineering professions has been a significant challenge for companies for years.

As in other STEM professions, women are underrepresented in engineering. It has long been recognised that the skills shortage could be alleviated if more women were to pursue these professions. According to the Federal

Statistical Office, the proportion of women in basic vocational training in the fields of engineering and technology in 2019 was a low 7.4% and in computer sciences an even lower 7.2%. These figures are increasing slightly over time, however, in the case of computer sciences, they are somewhat declining. For companies and training institutions, as well as for the labour market as a whole, there is great potential in women, and they should be increasingly encouraged to enter these occupations.

“It will be exciting to see how things develop. If the often-predicted supply shortages increasingly occur, we assume that some of the work done by various professions (for example, engineering professions) would be paused. This could lead to a temporary decline in the skills shortage”,

says Marcel Keller in assessment of the current situation



Skills shortage in IT occupations has already returned to the high pre-pandemic level

A second place in the skills shortage ranking is occupied by IT occupations. These include occupations such as analysts and programmers. The skills shortage here eased

comparatively little in the early days of the COVID-19 pandemic and has increased significantly in the last year, already returning to its pre-pandemic level. Above all, the number of job advertisements is currently high. Never before have so many IT specialists been in demand in Switzerland as in the summer half-year 2021. It seems that the increasing number of IT graduates is still not sufficient to meet the demand.

“The number of job opportunities in IT professions is at its highest since records began in 2016. The pandemic seems to have given digitalisation a boost and many companies are therefore looking for IT specialists. The rising need for support for home offices and online trading are just two examples associated with this development.”,

Kenan Aggöl, Head of Modis Switzerland explains.

Shortage in engineering, medicine, pharmaceuticals, and trust business occupations

The occupations in the fields of engineering (e.g. ventilation and air conditioning technicians), medicine and pharmaceuticals (e.g. doctors or pharmacists), as well as trust business occupations (e.g. auditors, trustees, and tax consultants) were also affected by a skills shortage in the summer half-year 2021. In all these occupations, the skills shortage was already acute in previous years. This shortage was initially relieved slightly as a result of the COVID-19 pandemic, but it is already intensifying again compared with last year.

Topicality focus: therapy and care occupations

There was great public interest in health occupations as a result of the pandemic. The skills shortage in relation to specialised care occupations is particularly prominent and on the rise. At first glance, it is therefore surprising to see that the need for skilled labour in therapy and care occupations reduced slightly in the Swiss Skills Shortage Index following the onset of the COVID-19 pandemic.

However, the picture within this occupational group is not a uniform one. Some care occupational areas are experiencing an acute skills shortage, for example, in specialised care

occupations that require longer training. This is evident in the fact that the number of job advertisements in this area has risen sharply since the start of the pandemic while the number of job seekers has remained consistently low.

In contrast, there are plenty of staff in lower-skilled care occupations. However, companies are intensively searching for care and nursing assistants as the number of these vacancies is also rising significantly. At the same time, there was a sharp increase in the number of job seekers during the pandemic. This parallel increase in the numbers of both job seekers and job advertisements in the fields of care and nursing assistance can have various causes. We assume

that care and nursing assistants have been resigning more quickly due to the increased workload since the beginning of the pandemic and are then unemployed for a period rather than immediately starting a new job. Another interpretation is that the sector has undergone restructuring with the result that many staff have been made redundant and are now seeking new jobs with different profiles.

One approach to reducing the skills shortage in specialised care occupations would be to invest in further training within the care sector. It is also well known that working conditions are often unattractive, so another solution would be improving these

“Nursing assistants typically work in care institutions such as retirement homes. In the case of cost-cutting measures or a decreasing number of residents, the assistants are the first to be made redundant because they are much easier to find on the market than nursing professionals with higher qualifications. During the pandemic, such redundancies were commonplace as many residents died and fewer elderly people decided to move to retirement homes,”

adds Corinne Scheiber, Head of Adecco Medical.



COVID-19 pandemic exacerbates the situation for job seekers in many service occupations

Whereas the COVID-19 pandemic has temporarily eased the skills shortage in certain occupations, it is making the situation for job seekers in many areas of the labour market more challenging. This primarily applies to people in occupations with a high proportion of low-skilled workers and service occupations. These were severely affected by the pandemic and the measures taken to combat it. The need for skilled labour slumped at the start of the pandemic and is currently rising comparatively slowly. Compared to before the pandemic, unemployment

has increased by at least a quarter in all occupations at the lower end of the skills shortage ranking. Without the massive impact of the furlough scheme, the unemployment figures would probably have risen much more, especially in the occupations with a skills surplus. This makes it even more difficult for job seekers in these occupations to find work. The gap between occupations with a skills shortage and those with a skills surplus has opened up as a result of the COVID-19 pandemic and has not yet closed again.

How difficult the situation was for many job seekers in recent months is also reflected in the currently very high proportion of long-term unemployed. Many of the people who were made

redundant during the pandemic have not yet found a new job. According to the State Secretariat for Economic Affairs (SECO), job seekers aged 50 and over are particularly affected by long-term unemployment. On the one hand, it can be assumed that they have a particularly hard time finding a job. On the other hand, according to a scientific study from 2017, it is thought that older job seekers place greater emphasis on preserving the experience and qualifications that they have gained over the years and therefore search for longer. Young jobseekers, on the other hand, need to rapidly gain labour market experience and are therefore quicker to accept jobs, even if they do not fully meet their expectations.

“Demographic change combined with the digital transformation accelerated by the coronavirus pandemic has exacerbated the skills shortage. It is therefore more important than ever for employees to undertake continuing professional development and, above all, improve their digital skills,”

adds Marcel Keller.

COVID-19 pandemic increases the skills surplus in commercial and administrative occupations

In commercial and administrative occupations, there has been a further significant increase in the skills surplus compared to pre-coronavirus. Although the number of vacancies has gone up again since the summer half-year 2020, it has not done so to the same extent as it previously fell. Commercial and administrative occupations have been in crisis for some time. In contrast to other occupational groups, the number of vacancies has been declining for several years.

“In our daily work, we see that there are a large number of candidates for commercial and administrative professions. In particular, there are many highly qualified applicants for generalist roles such as those in personnel administration. Nevertheless, there are also several highly sought-after profiles, although these tend to be specialists such as payroll specialists. It takes more effort for us to find appropriate candidates for these job profiles”,

comments Marcel Keller.

Reduced need for skilled labour in hospitality and housekeeping occupations

The hospitality industry was hit hard by the COVID-19 pandemic and the measures taken to contain it. Many restaurants had to close temporarily and continue to experience low customer numbers. It is little wonder that the need for skilled labour in hospitality and housekeeping occupations fell sharply due to the pandemic and is only slightly rising again. But as society reopened, coronavirus measures were eased and restrictions on group sizes were lifted in June 2021, giving the industry a new lease of life. A sharp rise was accordingly seen in the number of job

advertisements for occupations in the hotel and catering industry over the summer half-year 2021. However, it is likely to still take a while for the number of job advertisements in the hospitality and housekeeping sectors to reach the high pre-pandemic level again.

“Many hospitality workers have been laid off, found jobs in other industries during the COVID-19 pandemic or want to change careers because of the irregular hours. This explains why we are still facing major recruitment difficulties in the catering sector,”

says Marcel Keller.



Growing skills surplus in trade and sales occupations

At the lower end of the skills shortage ranking are also cleaning, sanitation, and personal care occupations (e.g. textile care occupations, caretakers, hairdressers, and beauticians), construction occupations (e.g. bricklayers, carpenters, plumbers, and electricians), and trade and sales occupations (e.g. shop

assistants or cashiers). Compared to before coronavirus (summer half-year 2019), the skills surplus has increased significantly, especially in trade and sales occupations. Construction occupations are also experiencing a decline in the need for skilled labour. Only cleaning, sanitation, and personal care occupations remain unaffected by the pandemic. Here, the need for skilled labour remains consistent compared to the summer half-year 2019, albeit at a very low level.

Skill Shortage Ranking

Switzerland Summer 2021 – Compared to Summer 2020



Ranking summer 2021	Occupations	Ranking summer 2020	Development summer 2020 – summer 2021
1	Engineering occupations	1	+++
2	IT occupations	6	+++
3	Technicians	2	++
4	Medicine and pharmaceuticals occupations	4	+++
5	Trust business occupations	3	+
6	Technical specialists	5	++
7	Technical draughting jobs	7	+
8	Chemical and plastics processing occupations	8	=
9	Wood processing and paper manufacturing and processing occupations	10	++
10	Legal jobs	9	+
11	Machinists	12	+
12	Postal and telecommunication occupations	11	+
13	Food and luxury food production and processing occupations	13	+
14	Metalworking and mechanical engineering occupations	19	+++
15	Social sciences, humanities, and natural sciences occupations	14	+
16	Advertising, marketing, and tourism jobs	15	+
17	Electrical engineering, electronics, watchmaking, automotive, equipment engineering and maintenance occupations	18	+++
18	Banking and insurance occupations	16	+
19	Media occupations and related jobs	20	=
20	Therapy and care occupations	23	+++
21	Artistic jobs	17	=
22	Teaching and educational jobs	22	+++
23	Public order and security occupations	21	=
24	Entrepreneurs, directors, and senior civil servants	26	+++
25	Care, education, and pastoral care occupations	24	++
26	Textile processing, printing, and warehouse jobs	27	++
27	Transportation and logistics jobs	25	=
28	Trade and retail jobs	29	+++
29	Construction jobs	28	+++
30	Cleaning, sanitation, and personal care jobs	30	+++
31	Hospitality and housekeeping jobs	31	+++
32	Commercial and administrative jobs	32	+++

Jobs affected by skills shortage

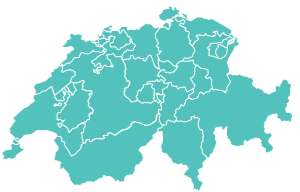
Jobs affected by an oversupply of labour

The ranking is based on the indicator vi/ui weighted by occupation size; sources: SJMM, AVAM (SECO)

Evolution: + positive change of at least 10%; ++ positive change of at least 20%; +++ positive change of at least 30% (skills shortage, i.e. number of vacancies per person looking for a job, has increased); - negative change of at least 10%; -- negative change of at least 20%; --- negative change of at least 30% (skills shortage, i.e. number of vacancies per person looking for a job, has decreased)

Skill Shortage Ranking

Switzerland Summer 2021 – Compared to Summer 2019



Ranking summer 2021	Occupations	Ranking summer 2019	Development summer 2019 – summer 2021
1	Engineering occupations	1	-
2	IT occupations	5	=
3	Technicians	2	-
4	Medicine and pharmaceuticals occupations	4	-
5	Trust business occupations	3	--
6	Technical specialists	6	=
7	Technical draughting jobs	7	=
8	Chemical and plastics processing occupations	10	=
9	Wood processing and paper manufacturing and processing occupations	13	+
10	Legal jobs	8	-
11	Machinists	18	+
12	Postal and telecommunication occupations	12	=
13	Food and luxury food production and processing occupations	15	=
14	Metalworking and mechanical engineering occupations	9	--
15	Social sciences, humanities, and natural sciences occupations	16	=
16	Advertising, marketing, and tourism jobs	11	--
17	Electrical engineering, electronics, watchmaking, automotive, equipment engineering and maintenance occupations	14	--
18	Banking and insurance occupations	19	-
19	Media occupations and related jobs	21	--
20	Therapy and care occupations	23	-
21	Artistic jobs	24	=
22	Teaching and educational jobs	17	---
23	Public order and security occupations	20	---
24	Entrepreneurs, directors, and senior civil servants	22	--
25	Care, education, and pastoral care occupations	26	-
26	Textile processing, printing, and warehouse jobs	27	=
27	Transportation and logistics jobs	25	---
28	Trade and retail jobs	28	---
29	Construction jobs	29	--
30	Cleaning, sanitation, and personal care jobs	32	=
31	Hospitality and housekeeping jobs	30	---
32	Commercial and administrative jobs	31	---

Jobs affected by skills shortage

Jobs affected by an oversupply of labour

The ranking is based on the indicator vi/ui weighted by occupation size; sources: SJMM, AVAM (SECO)

Evolution: + positive change of at least 10%; ++ positive change of at least 20%; +++ positive change of at least 30% (skills shortage, i.e. number of vacancies per person looking for a job, has increased); - negative change of at least 10%; -- negative change of at least 20%; --- negative change of at least 30% (skills shortage, i.e. number of vacancies per person looking for a job, has decreased)



GRAPHIC: TOP 5 FOR SWITZERLAND AS A WHOLE

- 1 Engineering occupations
- 2 IT occupations
- 3 Technicians
- 4 Medicine and pharmaceuticals occupations
- 5 Trust business occupations

GRAPHIC: BOTTOM 5 OCCUPATIONS FOR SWITZERLAND AS A WHOLE

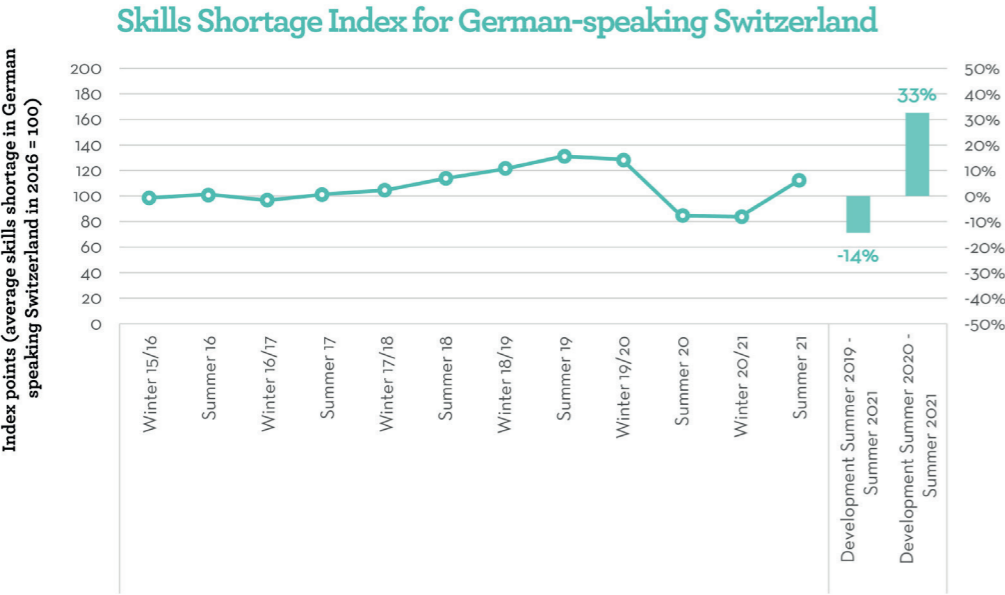
- 1 Commercial and administrative jobs
- 2 Hospitality and housekeeping jobs
- 3 Cleaning, sanitation, and personal care jobs
- 4 Construction jobs
- 5 Trade and retail jobs

Key facts for Switzerland as a whole

- ▶ The Swiss Skills Shortage Index has fluctuated a great deal over the last 2 years.
- ▶ The Index has already risen again by 27% compared to the summer half-year 2020.
- ▶ As in the previous year, engineering has the largest skills shortage.
- ▶ Increasing skills shortage in IT occupations: they have moved up to second place in the ranking.
- ▶ In almost all occupations with a large skills surplus, this has significantly increased as a result of the COVID-19 pandemic.
- ▶ Commercial and administrative occupations have the largest skills surplus.

Skills Shortage Index for German-speaking Switzerland^{*1}

A regional comparison shows that the need for skilled labour in German-speaking Switzerland decreased more severely as a result of the COVID-19 pandemic than in French-speaking Switzerland. In a year-on-year comparison, however, a stronger upswing is now also noticeable in German-speaking Switzerland (+33%).

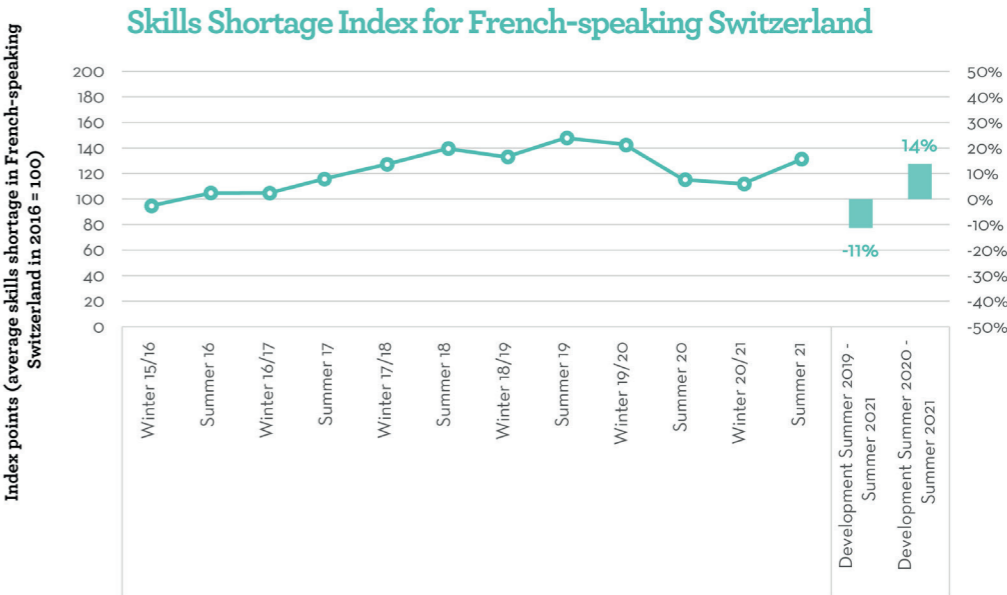


^{*1} Cantons of Aargau, Appenzell Ausserrhoden, Appenzell Innerrhoden, Basel Land, Basel City, Bern, Glarus, Graubünden, Lucerne, Nidwalden, Obwalden, St. Gallen, Schaffhausen, Schwyz, Solothurn, Thurgau, Uri, Zurich and Zug

Skills Shortage Index for French-speaking Switzerland^{*2}

In French-speaking Switzerland, the need for skilled labour did not decrease as much during the COVID-19 pandemic as in Switzerland as a whole. Accordingly, the Skills Shortage Index graph fluctuates less. The pandemic is therefore having little impact on the economic upswing recorded in French-speaking Switzerland in recent years. Since the start of the pandemic, the Skills Shortage Index has never fallen below the 2016 value (start of records). However, the overall skills shortage in French-speaking Switzerland has been much lower

than in Switzerland as a whole for years, although this does not affect the index curve. This means that there are more job seekers per vacancy in French-speaking Switzerland than in Switzerland as a whole. This is also reflected in the different unemployment rates: in the cantons that are mainly part of French-speaking Switzerland, this rate is currently much higher than in Switzerland as a whole (e.g. VD: 3.6%, GE: 4.6%, NE: 3.6%, CH: 2.5%).



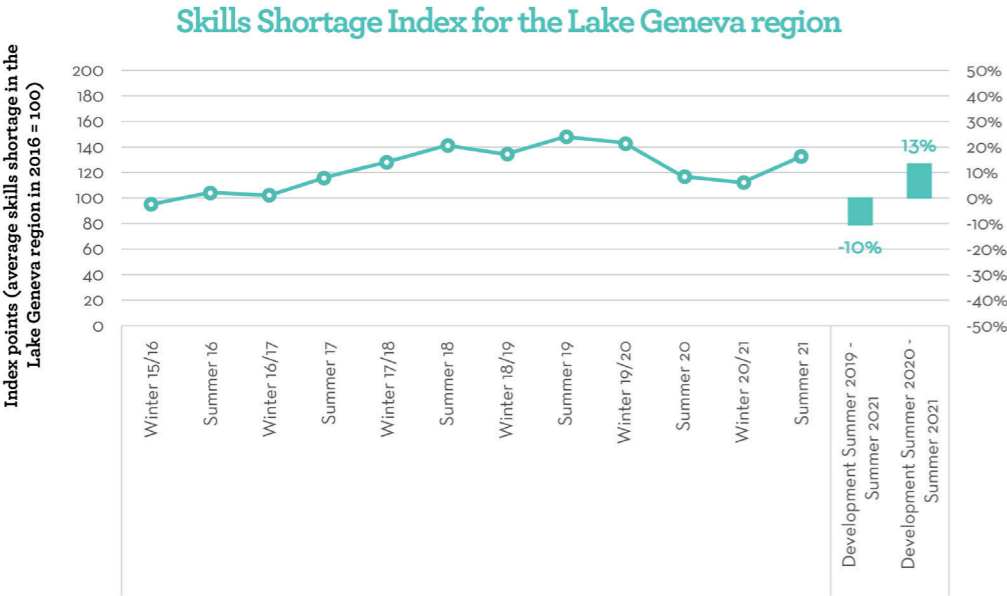
^{*2} Cantons of Geneva, Fribourg, Jura, Neuchâtel, Vaud, and Valais

Skills Shortage Index for the major regions of Switzerland

Lake Geneva region

A regional comparison shows that the pandemic has hardly slowed the Lake Geneva region's economic upswing at all, with the need for skilled labour falling comparatively little in 2020 and 2021. This could be due to the relatively great significance of the public administration, energy, health, and education

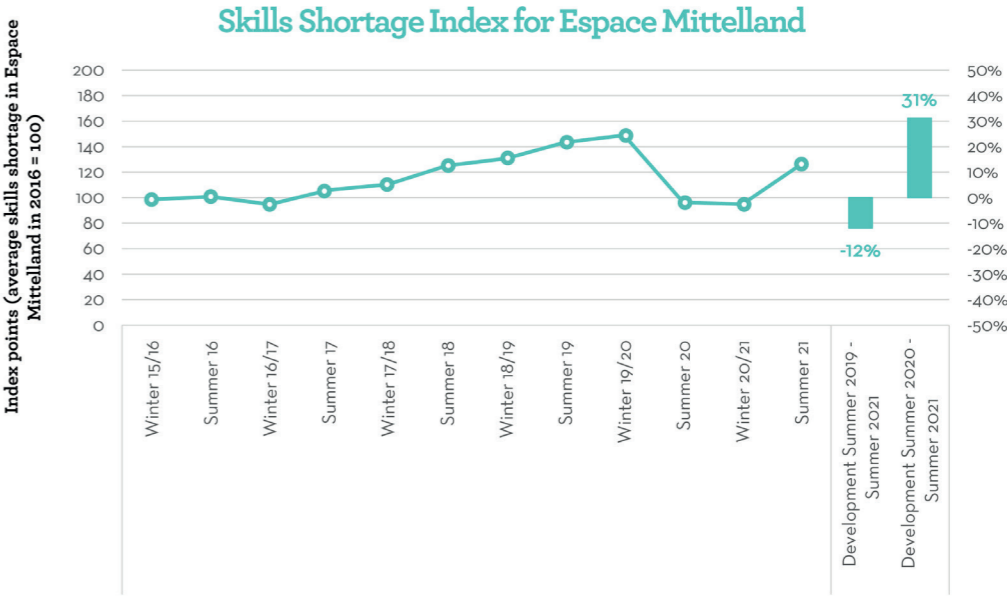
sectors, which were generally less affected by coronavirus than other economic sectors. In contrast to other regions, however, the upturn in the Lake Geneva region is still relatively modest: compared to the summer half-year 2020, the need for skilled labour has only increased by 13%, whereas the average increase for Switzerland as a whole was 27%.



Espace Mittelland

In Espace Mittelland, the need for skilled labour has fluctuated a great deal in recent years: it shot up in 2019 before experiencing a sharp decline at the start of the COVID-19 pandemic. However, the index is only 12% lower than in the pre-coronavirus period

(summer half-year 2019) as the need for skilled labour increased significantly again over the last year (+31% compared to summer half-year 2020). Currently, the demand for technical specialists in particular is rising sharply, although this occupational group was less severely affected by the coronavirus pandemic than others in the region.

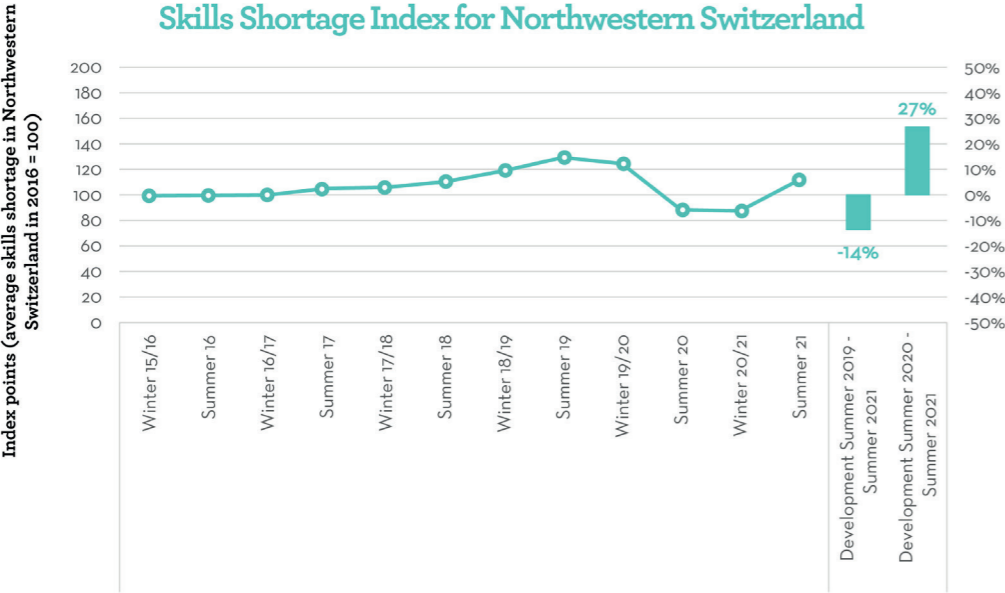


Skills Shortage Index for Northwestern Switzerland and Greater Zurich Area

Northwestern Switzerland

In Northwestern Switzerland, after a slump at the beginning of the coronavirus pandemic, the need for skilled labour has risen significantly in the last six months and is slowly approaching pre-pandemic levels again. However, this is still 14% lower than in the summer half-year 2019 (i.e. before the pandemic). Kenan

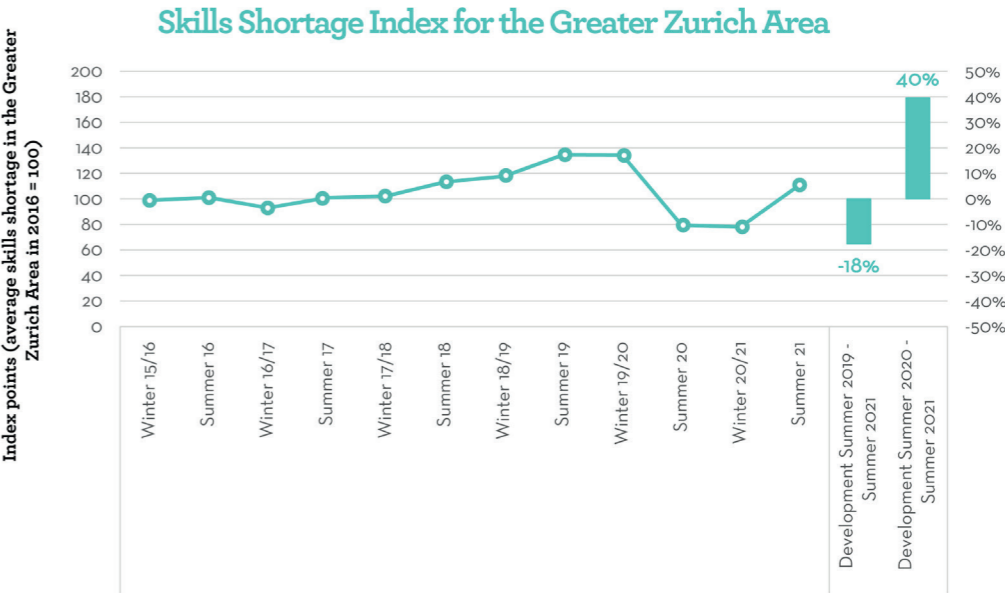
Aggöl, Head of Modis Switzerland, comments: “There is a clear increase in job vacancies in IT professions in particular. This applies in Northwestern Switzerland, where many people work in industry and pharmaceuticals, fields which are experiencing a strong upswing and need ever more IT specialists as a result of Industry 4.0”.



Greater Zurich Area

The Zurich region recorded the largest decrease in the Skills Shortage Index compared to the summer half-year 2019. However, the region is now recovering strongly: the 40% year-on-year increase is the largest recorded in any of the regions. The

Zurich region is an example of what might also apply to other hub regions. It can be assumed that the need for skilled labour in the big cities was particularly affected by the coronavirus pandemic as services shape the economy and many people inhabit a small area.



Skills Shortage Index for Eastern and Central Switzerland

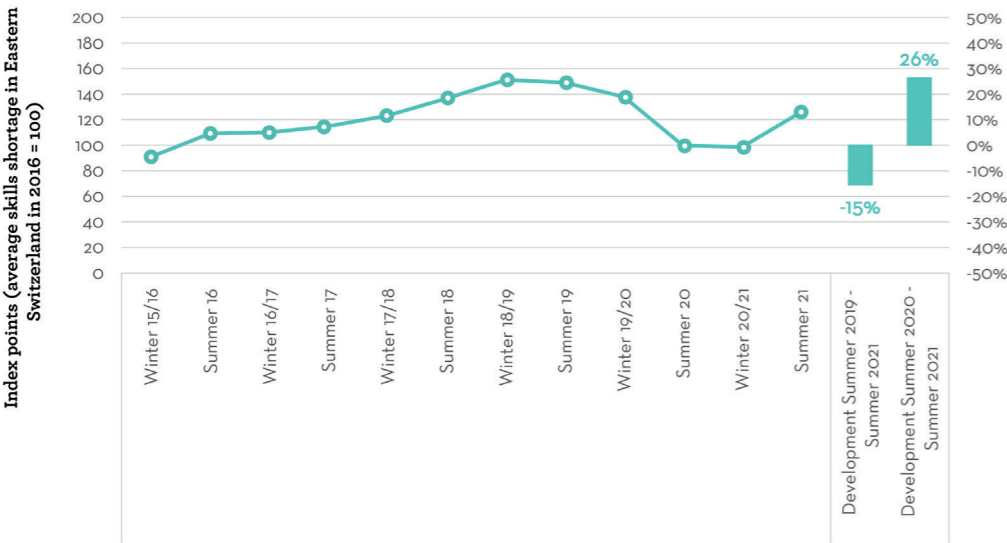
Eastern Switzerland

Eastern Switzerland is characterised by an above-average increase in the need for skilled labour between 2016 and the winter half-year 2018/19. After that, the need began to decline slightly, whereas it continued to grow in other regions. Like other Swiss regions, Eastern Switzerland subsequently experienced a slump in the need for skilled labour due to

the COVID-19 pandemic. Currently, however, a clear increase is evident: the Swiss Skills Shortage Index has already reached a high level again (126 points). The IT occupations in particular remained unscathed by the crisis. In fact, the skills shortage in these occupations is currently greater than before the pandemic. We assume that industry, which is strongly represented in Eastern Switzerland, demands many IT specialists as a result of Industry 4.0.



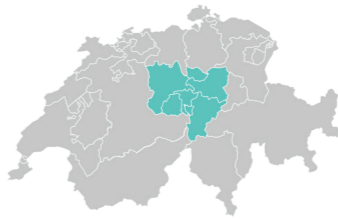
Skills Shortage Index for Eastern Switzerland



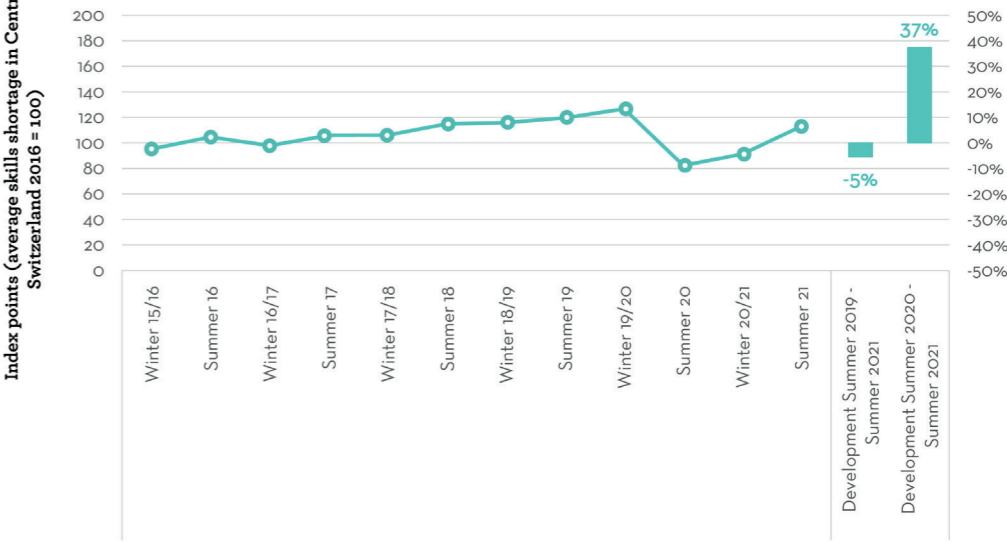
Central Switzerland

Central Switzerland stands out in a regional comparison: the need for skilled labour declined comparatively little here as a result of the coronavirus pandemic and was the quickest to start

to rise again after the initial slump. Currently, the region's Skills Shortage Index is a mere 5% below the pre-coronavirus level. The unemployment rate in Central Switzerland is also particularly low compared to that in other regions; in Schwyz and Uri, it is even lower than before the pandemic.



Skills Shortage Index for Central Switzerland





Assignment of SBN2000 occupations to the Swiss Skills Shortage Index occupations

Job title	SBN2000
Agricultural, forestry and livestock farming jobs	11
Farmers, growers	
Farmhands	
Gardeners and related occupations	
Florists	
Forest wardens and forestry workers	
Hunting-related jobs and game wardens	
Fishery jobs	
Food and luxury food production and processing occupations	21
Cheesemakers and dairy producers	
Butchers and other meat processors	
Bakers, pastry chefs and confectioners	
Millers	
Brewers, maltsters	
Wine coopers, wine and beverage technologists	
Tobacco goods producers and manufacturers	
Food and luxury food testers and tasters	
Metalworking and mechanical engineering occupations	24
Casters	
Coremakers, moulders	
Metal surface finishing jobs	
Metal grinders and polishers	
Tool operators	
Cutters and planers	
Metal drillers	
Lathe operators	
Bar turners and screwmakers	
Welders and other metal joining jobs	
System and appliance constructors	
Plumbers (industrial)	
Blacksmiths	
Metal engineers and metalworkers	
Construction metalworkers	
Fitters	
Mechanics	
Precision mechanics and micro mechanics	
Machine fitters and machinists	
Installation and maintenance mechanics and other mechanics	
Electrical engineering, electronics, watchmaking, automotive, equipment engineering and maintenance occupations	25
Automotive and other vehicle electricians and electronics technicians	
Electricians	
Consumer electronics technicians	
Network electricians, cable fitters	
Electric winders	
Other electrical jobs	
Electronics jobs	
Telephone and telegraph workers	
Watchmakers	
Vehicle manufacturing (land, water, air) jobs	
Auto mechanics	
Motorcycle and bicycle mechanics	
Agricultural machinery, construction equipment and small appliance mechanics	
Lacquers (vehicle, industrial)	
Petrol station attendants, automotive service attendants	

Wood processing and paper manufacturing and processing occupations Sawyers, woodcutters Woodturners Cabinet makers Joiners Other carpenters Woodstainers, wood polishers Framers, gilders, and other wood finishing jobs Paper technologists	26
Chemical and plastics processing occupations Lab technicians, lab assistants Chemical workers, chemists Photo lab technicians Plastics manufacturers and processors Rubber processors	28
Textile processing, printing, and warehouse jobs Textile manufacturing jobs Textile processing jobs Leather manufacturing jobs, leather and fur processing jobs Ceramics and glass processing jobs Print preparation jobs Printers and manifold-writers Bookbinders Packers Warehouse keepers, warehouse operators	22, 23, 27, 29
Engineering occupations Architects Civil engineers IT engineers Mechanical engineers Heating, ventilation, and air-conditioning engineers Electrical engineers Electronics and microtech engineers Forestry engineers Agronomists Rural engineers, land surveyors, geometricians Urban planners, residential planners, landscape designers Chemical engineers and food engineers	31
Technical jobs Electrical technicians Electronics technicians Structural and civil technicians, site supervisors Mechanical technicians Textile technicians Telecommunications technicians Heating, ventilation, and air-conditioning technicians Vehicle and aircraft technicians	32
Technical draughting jobs Structural and civil engineering draughtspersons Surveying draughtspersons Technical draughtspersons Metal construction draughtspersons Mechanical draughtspersons Installation draughtspersons Interior construction draughtspersons Electrical draughtspersons	33
Technical specialists Technical managers Operational specialists Supervisors Other technical specialists and operators	34
Machinists Energy machinists Construction machinists Lumber machinists Other machinists Stokers Machinery and plant custodians, tank inspectors	35
IT occupations Computer scientists, analysts Programmers IT operators Webmasters Other IT jobs	36

Construction jobs Bricklayers Concrete workers, cement finishers (construction) Carpenters Road workers Plasterers Demolition specialists, tunnel construction workers, miners Builders, construction supervisors Floor and tile layers Roofers Plasterers, stucco plasterers Painters, upholsterers Heating and ventilation installers Plumbers (construction) Insulators Fireplace and tile-oven builders, stove fitters Glass installers Electricians and installers Sanitation planners and installers Mining-related jobs Stone processing jobs Construction materials and components manufacturing jobs	41, 42
Trade and retail jobs Purchasers Salespersons, retail employees Cashiers Publishers, booksellers Druggists Animal handlers Other retail jobs Representatives, travelling salespersons	51
Advertising, marketing, and tourism jobs Advertising specialists PR specialists Marketing specialists Market research and opinion polling specialists Travel agency employees Travel guides, tour guides and hostesses	521, 522
Trust business occupations Accountants and auditors Fiduciaries and tax consultants	523
Transportation and logistics jobs Railway stationmasters, railway operation dispatchers and secretaries Track workers and platelayers Signal tower operators Depot and shunting employees Train attendants Locomotive and tram drivers Aerial cableway jobs Passenger transportation jobs Lorry drivers Driving instructors, auto experts Skippers, ship navigators Flight captains, pilots, and flight instructors Air-traffic controllers Cabin crew members Transportation employees and shippers Messengers and couriers	53
Postal and telecommunication occupations Mail carriers and postal clerks Postal assistants Delivery clerks Telephone and switchboard operators Other postal jobs Other telecommunications jobs	54
Hospitality and housekeeping jobs Hotel and restaurant managers Receptionists and porters Service staff Housekeepers, laundry staff and staff shop attendants Kitchen staff Other hospitality jobs Housekeeping managers Housekeeping employees	61

Cleaning, sanitation, and personal care jobs Textile care workers, chemical cleaners Ironers, launderers Janitors, commercial cleaners Chimney sweeps Funeral specialists Waste disposal and recycling jobs Other public sanitation and cleaning jobs Hairdressers Cosmeticians Hand and foot care providers	62
Entrepreneurs, directors, and head clerks Entrepreneurs and directors Head clerks in public service Organisation and association officials Staffing specialists	71
Commercial and administrative jobs Commercial employees as well as office jobs Administrative clerks Bookkeepers Real-estate specialists and property managers Import-export specialists Organisational specialists Other administrative employees	72
Banking and insurance occupations Banking jobs Insurance agents and inspectors Insurance jobs	73
Public order and security occupations Police Security guards, wardens Professional firefighters, civil defence members Members of the armed forces Other security jobs Customs officers and border patrol	74
Legal jobs Judges and public prosecutors Law clerks Lawyers and notaries Other legal jobs	75
Media professionals and related jobs Journalists and editors Proofreaders and editors Translators and interpreters Other word, image, and print media professionals Librarians Archivists and documentalists Curators and museum specialists Stage and film equipment jobs Directors, filmmakers, producers Sound mixers and technicians Camera operators and video technicians Photographers	81
Artistic jobs Musicians, composers, and conductors Singers Actors Dancers, dance instructors and choreographers Artists Photo models, models Sculptors Painters, drawers Graphic artists and sign painters Designers, fashion designers Precious metalsmiths Other jewellery makers Wood carvers, wood sculptors Ceramists, potters Ceramic and glass painters Musical instrument makers and tuners Decorators and decoration designers Restorers Interior architects, designers, and decorators	82

Care, education, and pastoral care occupations Social workers Educators Residential home and nursery directors Other caregiver jobs Ordained clergy, ministers Other pastoral jobs Members of religious orders Counsellors and liturgical assistants	83
Teaching and educational jobs Lecturers at universities and higher education colleges Secondary school teachers High school teachers Primary school teachers Kindergarten teachers Vocational and technical college teachers Special education teachers, curative teachers Music and singing teachers Drawing and handicrafts teachers Physical education teachers and sports trainers Adult educators Various technical and course instructors	84
Social sciences, humanities, and natural sciences occupations Economics and social sciences jobs, vocational counsellors, and psychologists Humanities jobs Natural sciences jobs	85
Medicine and pharmaceuticals occupations Doctors Medical practice assistants, doctor's assistants Pharmacists Pharmacist assistants	861
Therapy and care occupations Physiotherapists, ergotherapists Non-medical psychotherapists Non-medical practitioners Opticians Masseuses Medical technical assistants Medical laboratory assistants Dentists Dental technicians Dental assistants Dental hygienists Veterinarians Veterinary practice assistants, veterinary assistants Midwives Paediatric nurses Psychiatric nurses Nurses Hospital assistants, auxiliary nurses Outpatient nurses, community nurses	862, 863, 864, 865

Regions

German-speaking Switzerland

Cantons: Aargau, Appenzell Ausserrhoden, Appenzell Innerrhoden, Basel-Land, Basel-City, Bern, Glarus, Grisons, Lucerne, Nidwalden, Obwalden, St. Gallen, Schaffhausen, Schwyz, Solothurn, Thurgau, Uri, Zurich, Zug

French- and Italian-speaking parts of Switzerland

Cantons: Geneva, Fribourg, Jura, Neuchâtel, Ticino, Vaud, Valais

Lake Geneva Region

Geneva, Vaud, Valais

Espace Mittelland

Bern, Fribourg, Jura, Neuchâtel

Northwestern Switzerland

Aargau, Basel-Land, Basel-City, Solothurn

Greater Zurich Area

Zurich, Schaffhausen

Eastern Switzerland

Appenzell Ausserrhoden, Appenzell Innerrhoden, Glarus, Grisons, St. Gallen, Thurgau

Central Switzerland

Lucerne, Nidwalden, Obwalden, Schwyz, Uri,

Annex



Skill Shortage Ranking
Switzerland as a whole 2021



Ranking 2021	Occupations	Ranking 2020	Development 2020 - 2021
1	Engineers	1	=
2	Technicians	2	=
3	Information technology (IT)	5	+
4	Medicine and pharmaceutical	4	=
5	Professions in the fiduciary sector	3	=
6	Technical specialists	6	=
7	Technical draughting jobs	7	=
8	Chemical and plastics processing jobs	8	=
9	Legal jobs	9	=
10	Wood processing and paper manufacturing and processing jobs	10	=
11	Postal and telecommunications	11	=
12	Machinists	15	+
13	Social sciences, humanities and natural sciences jobs	13	=
14	Food and luxury food manufacturing and processing jobs	12	=
15	Advertising, marketing and tourism jobs	14	=
16	Metalworking and mechanical engineering jobs	18	=
17	Electrical engineering and electronics jobs, watchmaking industry jobs, and vehicle and appliance engineering and maintenance jobs	17	=
18	Banking and insurance sector jobs	16	-
19	Media professionals and related jobs	21	=
20	Artistic jobs	20	=
21	Public order and security jobs	22	=
22	Therapy and caregiver jobs	23	=
23	Teaching and educational jobs	19	--
24	Entrepreneurs, directors and head clerks	24	-
25	Public welfare, educational and pastoral jobs	25	-
26	Textile processing, printing and warehouse	27	=
27	Transportation and logistics jobs	26	--
28	Trade and retail jobs	28	=
29	Construction	29	=
30	Cleaning, sanitation and personal care jobs	31	-
31	Hospitality and housekeeping jobs	30	---
32	Commercial and administrative jobs	32	=

Jobs affected by skills shortage

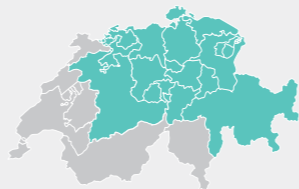
Jobs affected by an oversupply of labour

The ranking is based on the indicator vi/ui weighted by occupation size; sources: SJMM, AVAM (SECO)

Evolution: + positive change of at least 10%; ++ positive change of at least 20%; +++ positive change of at least 30% (skills shortage, i.e. number of vacancies per person looking for a job, has increased); - negative change of at least 10%; -- negative change of at least 20%; --- negative change of at least 30% (skills shortage, i.e. number of vacancies per person looking for a job, has decreased)

Skill Shortage Ranking

German Speaking Switzerland 2021



Ranking 2021	Occupations	Ranking 2020	Development 2020 - 2021
1	Engineers	1	-
2	Information technology (IT)	5	=
3	Medicine and pharmaceutical	3	=
4	Technicians	4	=
5	Professions in the fiduciary sector	2	=
6	Technical specialists	7	=
7	Teaching and educational jobs	6	-
8	Technical draughting jobs	8	=
9	Legal jobs	9	=
10	Chemical and plastics processing jobs	10	=
11	Therapy and caregiver jobs	11	=
12	Wood processing and paper manufacturing and processing jobs	14	=
13	Electrical engineering and electronics jobs, watchmaking industry jobs, and vehicle and appliance engineering and maintenance jobs	13	=
14	Food and luxury food manufacturing and processing jobs	15	=
15	Social sciences, humanities and natural sciences jobs	17	=
16	Machinists	21	+
17	Postal and telecommunications	16	=
18	Banking and insurance sector jobs	12	-
19	Advertising, marketing and tourism jobs	18	=
20	Metalworking and mechanical engineering jobs	22	=
21	Public order and security jobs	23	=
22	Artistic jobs	19	=
23	Media professionals and related jobs	24	-
24	Entrepreneurs, directors and head clerks	20	--
25	Public welfare, educational and pastoral jobs	25	-
26	Transportation and logistics jobs	26	--
27	Trade and retail jobs	27	=
28	Textile processing, printing and warehouse	28	=
29	Construction	29	=
30	Cleaning, sanitation and personal care jobs	31	-
31	Commercial and administrative jobs	32	=
32	Hospitality and housekeeping jobs	30	---

Jobs affected by skills shortage

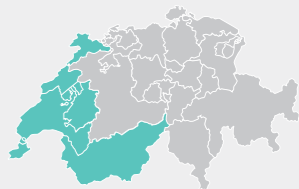
Jobs affected by an oversupply of labour

The ranking is based on the indicator vi/ui weighted by occupation size; sources: SJMM, AVAM (SECO)

Evolution: + positive change of at least 10%; ++ positive change of at least 20%; +++ positive change of at least 30% (skills shortage, i.e. number of vacancies per person looking for a job, has increased); - negative change of at least 10%; -- negative change of at least 20%; --- negative change of at least 30% (skills shortage, i.e. number of vacancies per person looking for a job, has decreased)

Skill Shortage Ranking

French Speaking Switzerland 2021



Ranking 2021	Occupations	Ranking 2020	Development 2020 - 2021
1	Chemical and plastics processing jobs	1	--
2	Electrical engineering and electronics jobs, watchmaking industry jobs, and vehicle and appliance engineering and maintenance jobs	4	=
3	Public welfare, educational and pastoral jobs	5	=
4	Wood processing and paper manufacturing and processing jobs	3	-
5	Information technology (IT)	2	--
6	Food and luxury food manufacturing and processing jobs	6	=
7	Metalworking and mechanical engineering jobs	8	=
8	Public order and security jobs	9	+
9	Cleaning, sanitation and personal care jobs	7	=
10	Social sciences, humanities and natural sciences jobs	10	+
11	Advertising, marketing and tourism jobs	13	+
12	Banking and insurance sector jobs	11	=
13	Construction	16	=
14	Hospitality and housekeeping jobs	15	=
15	Trade and retail jobs	12	-
16	Postal and telecommunications	17	=
17	Legal jobs	14	-
18	Professions in the fiduciary sector	20	=
19	Teaching and educational jobs	18	-
20	Textile processing, printing and warehouse	19	-
21	Medicine and pharmaceutical	21	+
22	Engineers	22	-
23	Commercial and administrative jobs	26	+++
24	Artistic jobs	23	--
25	Machinists	24	--
26	Media professionals and related jobs	27	+++
27	Technicians	25	--
28	Technical specialists	28	--
29	Technical draughting jobs	30	+
30	Therapy and caregiver jobs	31	=
31	Transportation and logistics jobs	29	---
32	Entrepreneurs, directors and head clerks	32	---

Jobs affected by skills shortage

Jobs affected by an oversupply of labour

The ranking is based on the indicator vi/ui weighted by occupation size; sources: SJMM, AVAM (SECO)

Evolution: + positive change of at least 10%; ++ positive change of at least 20%; +++ positive change of at least 30% (skills shortage, i.e. number of vacancies per person looking for a job, has increased); - negative change of at least 10%; -- negative change of at least 20%; --- negative change of at least 30% (skills shortage, i.e. number of vacancies per person looking for a job, has decreased)

Skill Shortage Ranking

Lake Geneva Region 2021



Ranking 2021	Occupations	Ranking 2020	Development 2020 - 2021
1	Technicians	1	--
2	Medicine and pharmaceutical	2	--
3	Technical draughting jobs	5	=
4	Technical specialists	4	=
5	Professions in the fiduciary sector	3	-
6	Wood processing and paper manufacturing and processing jobs	9	+
7	Machinists	10	+
8	Chemical and plastics processing jobs	7	=
9	Engineers	6	-
10	Postal and telecommunications	8	=
11	Information technology (IT)	14	+
12	Social sciences, humanities and natural sciences jobs	12	=
13	Metalworking and mechanical engineering jobs	11	=
14	Food and luxury food manufacturing and processing jobs	13	=
15	Electrical engineering and electronics jobs, watchmaking industry jobs, and vehicle and appliance engineering and maintenance jobs	18	+
16	Legal jobs	17	=
17	Media professionals and related jobs	16	=
18	Advertising, marketing and tourism jobs	15	-
19	Public order and security jobs	21	+
20	Artistic jobs	19	-
21	Banking and insurance sector jobs	20	-
22	Textile processing, printing and warehouse	22	=
23	Therapy and caregiver jobs	24	+
24	Public welfare, educational and pastoral jobs	25	=
25	Transportation and logistics jobs	23	--
26	Entrepreneurs, directors and head clerks	26	+++
27	Teaching and educational jobs	28	+
28	Trade and retail jobs	27	---
29	Construction	30	=
30	Hospitality and housekeeping jobs	29	---
31	Cleaning, sanitation and personal care jobs	31	---
32	Commercial and administrative jobs	32	---

Jobs affected by skills shortage

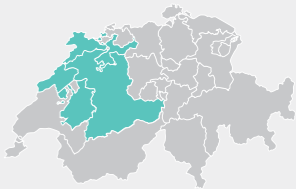
Jobs affected by an oversupply of labour

The ranking is based on the indicator vi/ui weighted by occupation size; sources: SJMM, AVAM (SECO)

Evolution: + positive change of at least 10%; ++ positive change of at least 20%; +++ positive change of at least 30% (skills shortage, i.e. number of vacancies per person looking for a job, has increased); - negative change of at least 10%; -- negative change of at least 20%; --- negative change of at least 30% (skills shortage, i.e. number of vacancies per person looking for a job, has decreased)

Skill Shortage Ranking

Espace Mitelland 2021



Ranking 2021	Occupations	Ranking 2020	Development 2020 - 2021
1	Engineers	2	=
2	Information technology (IT)	4	=
3	Medicine and pharmaceutical	1	-
4	Technicians	3	-
5	Technical specialists	6	++
6	Professions in the fiduciary sector	5	=
7	Technical draughting jobs	11	++
8	Wood processing and paper manufacturing and processing jobs	10	=
9	Chemical and plastics processing jobs	13	=
10	Postal and telecommunications	8	-
11	Teaching and educational jobs	7	---
12	Legal jobs	9	-
13	Banking and insurance sector jobs	12	=
14	Public order and security jobs	18	+
15	Social sciences, humanities and natural sciences jobs	17	=
16	Advertising, marketing and tourism jobs	15	=
17	Food and luxury food manufacturing and processing jobs	20	=
18	Media professionals and related jobs	19	=
19	Therapy and caregiver jobs	14	--
20	Machinists	21	=
21	Metalworking and mechanical engineering jobs	24	+
22	Transportation and logistics jobs	22	=
23	Entrepreneurs, directors and head clerks	16	---
24	Artistic jobs	23	=
25	Electrical engineering and electronics jobs, watchmaking industry jobs, and vehicle and appliance engineering and maintenance jobs	26	=
26	Textile processing, printing and warehouse	27	=
27	Public welfare, educational and pastoral jobs	25	---
28	Cleaning, sanitation and personal care jobs	29	++
29	Trade and retail jobs	28	--
30	Construction	32	+++
31	Commercial and administrative jobs	31	-
32	Hospitality and housekeeping jobs	30	---

Jobs affected by skills shortage

Jobs affected by an oversupply of labour

The ranking is based on the indicator vi/ui weighted by occupation size; sources: SJMM, AVAM (SECO)

Evolution: + positive change of at least 10%; ++ positive change of at least 20%; +++ positive change of at least 30% (skills shortage, i.e. number of vacancies per person looking for a job, has increased); - negative change of at least 10%; -- negative change of at least 20%; --- negative change of at least 30% (skills shortage, i.e. number of vacancies per person looking for a job, has decreased)

Skill Shortage Ranking Northwestern Switzerland 2021



Ranking 2021	Occupations	Ranking 2020	Development 2020 - 2021
1	Engineers	1	-
2	Technicians	2	=
3	Information technology (IT)	5	+
4	Professions in the fiduciary sector	4	=
5	Medicine and pharmaceutical	3	-
6	Technical specialists	7	=
7	Chemical and plastics processing jobs	8	=
8	Technical draughting jobs	9	-
9	Teaching and educational jobs	6	---
10	Social sciences, humanities and natural sciences jobs	12	=
11	Wood processing and paper manufacturing and processing jobs	17	=
12	Electrical engineering and electronics jobs, watchmaking industry jobs, and vehicle and appliance engineering and maintenance jobs	14	=
13	Food and luxury food manufacturing and processing jobs	16	=
14	Legal jobs	11	=
15	Banking and insurance sector jobs	10	=
16	Advertising, marketing and tourism jobs	18	=
17	Media professionals and related jobs	19	=
18	Metalworking and mechanical engineering jobs	15	=
19	Postal and telecommunications	13	-
20	Public order and security jobs	22	=
21	Artistic jobs	21	=
22	Machinists	20	=
23	Therapy and caregiver jobs	24	+++
24	Public welfare, educational and pastoral jobs	25	+++
25	Entrepreneurs, directors and head clerks	23	---
26	Trade and retail jobs	26	=
27	Transportation and logistics jobs	28	++
28	Textile processing, printing and warehouse	27	---
29	Construction	29	+
30	Hospitality and housekeeping jobs	30	---
31	Cleaning, sanitation and personal care jobs	31	---
32	Commercial and administrative jobs	32	---

Jobs affected by skills shortage

Jobs affected by an oversupply of labour

The ranking is based on the indicator vi/ui weighted by occupation size; sources: SJMM, AVAM (SECO)

Evolution: + positive change of at least 10%; ++ positive change of at least 20%; +++ positive change of at least 30% (skills shortage, i.e. number of vacancies per person looking for a job, has increased); - negative change of at least 10%; -- negative change of at least 20%; --- negative change of at least 30% (skills shortage, i.e. number of vacancies per person looking for a job, has decreased)

Skill Shortage Ranking Greater Zurich Area 2021



Ranking 2021	Occupations	Ranking 2020	Development 2020 - 2021
1	Engineers	1	--
2	Information technology (IT)	3	+
3	Professions in the fiduciary sector	2	-
4	Medicine and pharmaceutical	6	+
5	Technicians	5	=
6	Teaching and educational jobs	4	-
7	Technical specialists	8	=
8	Legal jobs	9	=
9	Technical draughting jobs	10	=
10	Electrical engineering and electronics jobs, watchmaking industry jobs, and vehicle and appliance engineering and maintenance jobs	11	=
11	Therapy and caregiver jobs	7	--
12	Chemical and plastics processing jobs	15	=
13	Wood processing and paper manufacturing and processing jobs	16	+
14	Entrepreneurs, directors and head clerks	12	=
15	Machinists	18	+
16	Food and luxury food manufacturing and processing jobs	14	-
17	Metalworking and mechanical engineering jobs	19	=
18	Postal and telecommunications	21	=
19	Banking and insurance sector jobs	13	--
20	Advertising, marketing and tourism jobs	17	--
21	Artistic jobs	20	-
22	Social sciences, humanities and natural sciences jobs	23	=
23	Public order and security jobs	22	--
24	Public welfare, educational and pastoral jobs	24	=
25	Media professionals and related jobs	25	--
26	Textile processing, printing and warehouse	26	=
27	Trade and retail jobs	28	++
28	Commercial and administrative jobs	31	+++
29	Construction	29	=
30	Transportation and logistics jobs	27	---
31	Cleaning, sanitation and personal care jobs	32	---
32	Hospitality and housekeeping jobs	30	---

Jobs affected by skills shortage

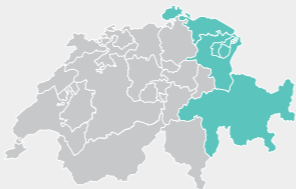
Jobs affected by an oversupply of labour

The ranking is based on the indicator vi/ui weighted by occupation size; sources: SJMM, AVAM (SECO)

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Skill Shortage Ranking

Eastern Switzerland 2021



Ranking 2021	Occupations	Ranking 2020	Development 2020 - 2021
1	Medicine and pharmaceutical	1	=
2	Technicians	2	-
3	Information technology (IT)	4	=
4	Engineers	3	--
5	Technical specialists	6	=
6	Professions in the fiduciary sector	5	=
7	Therapy and caregiver jobs	7	=
8	Legal jobs	8	+
9	Technical draughting jobs	12	+
10	Social sciences, humanities and natural sciences jobs	9	=
11	Chemical and plastics processing jobs	11	=
12	Advertising, marketing and tourism jobs	16	+
13	Artistic jobs	17	+
14	Machinists	18	++
15	Food and luxury food manufacturing and processing jobs	13	-
16	Postal and telecommunications	20	++
17	Electrical engineering and electronics jobs, watchmaking industry jobs, and vehicle and appliance engineering and maintenance jobs	10	--
18	Banking and insurance sector jobs	14	-
19	Wood processing and paper manufacturing and processing jobs	19	=
20	Teaching and educational jobs	22	++
21	Media professionals and related jobs	15	-
22	Public order and security jobs	24	=
23	Metalworking and mechanical engineering jobs	21	=
24	Public welfare, educational and pastoral jobs	25	+
25	Entrepreneurs, directors and head clerks	23	---
26	Construction	26	---
27	Trade and retail jobs	28	=
28	Cleaning, sanitation and personal care jobs	29	+++
29	Transportation and logistics jobs	27	-
30	Textile processing, printing and warehouse	32	+++
31	Commercial and administrative jobs	31	---
32	Hospitality and housekeeping jobs	30	---

Jobs affected by skills shortage

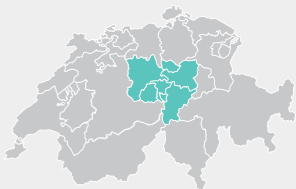
Jobs affected by an oversupply of labour

The ranking is based on the indicator vi/ui weighted by occupation size; sources: SJMM, AVAM (SECO)

Evolution: + positive change of at least 10%; ++ positive change of at least 20%; +++ positive change of at least 30% (skills shortage, i.e. number of vacancies per person looking for a job, has increased); - negative change of at least 10%; -- negative change of at least 20%; --- negative change of at least 30% (skills shortage, i.e. number of vacancies per person looking for a job, has decreased)

Skill Shortage Ranking

Central Switzerland 2021



Ranking 2021	Occupations	Ranking 2020	Development 2020 - 2021
1	Engineers	6	+++
2	Technicians	2	=
3	Professions in the fiduciary sector	3	=
4	Teaching and educational jobs	1	--
5	Information technology (IT)	4	=
6	Medicine and pharmaceutical	9	++
7	Wood processing and paper manufacturing and processing jobs	13	+++
8	Technical draughting jobs	8	=
9	Technical specialists	7	-
10	Electrical engineering and electronics jobs, watchmaking industry jobs, and vehicle and appliance engineering and maintenance jobs	5	--
11	Chemical and plastics processing jobs	10	=
12	Legal jobs	14	=
13	Social sciences, humanities and natural sciences jobs	15	=
14	Metalworking and mechanical engineering jobs	22	+++
15	Machinists	17	+
16	Therapy and caregiver jobs	24	+++
17	Public order and security jobs	19	+
18	Food and luxury food manufacturing and processing jobs	23	++
19	Artistic jobs	12	--
20	Banking and insurance sector jobs	21	=
21	Advertising, marketing and tourism jobs	18	=
22	Media professionals and related jobs	20	=
23	Postal and telecommunications	16	--
24	Public welfare, educational and pastoral jobs	11	---
25	Entrepreneurs, directors and head clerks	25	+
26	Transportation and logistics jobs	26	-
27	Construction	27	=
28	Textile processing, printing and warehouse	29	++
29	Trade and retail jobs	28	---
30	Hospitality and housekeeping jobs	30	-
31	Commercial and administrative jobs	32	+++
32	Cleaning, sanitation and personal care jobs	31	+++

Jobs affected by skills shortage

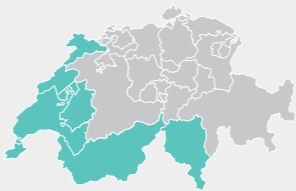
Jobs affected by an oversupply of labour

The ranking is based on the indicator vi/ui weighted by occupation size; sources: SJMM, AVAM (SECO)

Evolution: + positive change of at least 10%; ++ positive change of at least 20%; +++ positive change of at least 30% (skills shortage, i.e. number of vacancies per person looking for a job, has increased); - negative change of at least 10%; -- negative change of at least 20%; --- negative change of at least 30% (skills shortage, i.e. number of vacancies per person looking for a job, has decreased)

Skill Shortage Ranking

Italian Speaking Switzerland 2021



Ranking 2021	Occupations	Ranking 2020	Development 2020 - 2021
1	Technicians	1	--
2	Technical specialists	4	=
3	Technical draughting jobs	5	=
4	Professions in the fiduciary sector	2	-
5	Medicine and pharmaceutical	3	--
6	Chemical and plastics processing jobs	7	=
7	Wood processing and paper manufacturing and processing jobs	9	+
8	Engineers	6	=
9	Information technology (IT)	10	+
10	Postal and telecommunications	8	=
11	Machinists	12	+
12	Social sciences, humanities and natural sciences jobs	11	=
13	Legal jobs	15	=
14	Food and luxury food manufacturing and processing jobs	13	=
15	Metalworking and mechanical engineering jobs	17	=
16	Media professionals and related jobs	16	=
17	Advertising, marketing and tourism jobs	14	-
18	Artistic jobs	18	-
19	Electrical engineering and electronics jobs, watchmaking industry jobs, and vehicle and appliance engineering and maintenance jobs	20	+
20	Banking and insurance sector jobs	19	=
21	Public order and security jobs	21	+
22	Textile processing, printing and warehouse	22	-
23	Public welfare, educational and pastoral jobs	23	--
24	Transportation and logistics jobs	24	--
25	Therapy and caregiver jobs	26	+++
26	Entrepreneurs, directors and head clerks	27	+++
27	Teaching and educational jobs	25	--
28	Trade and retail jobs	28	--
29	Construction	29	++
30	Cleaning, sanitation and personal care jobs	31	+
31	Hospitality and housekeeping jobs	30	---
32	Commercial and administrative jobs	32	---

Jobs affected by skills shortage

Jobs affected by an oversupply of labour

The ranking is based on the indicator vi/ui weighted by occupation size; sources: SJMM, AVAM (SECO)

Evolution: + positive change of at least 10%; ++ positive change of at least 20%; +++ positive change of at least 30% (skills shortage, i.e. number of vacancies per person looking for a job, has increased); - negative change of at least 10%; -- negative change of at least 20%; --- negative change of at least 30% (skills shortage, i.e. number of vacancies per person looking for a job, has decreased)



The Swiss Job Market Monitor of the Institute of Sociology at the University of Zurich

The Swiss Job Market Monitor (SJMM), which is headed by Professor Marlis Buchmann, pursues the objective of contributing to job market transparency and informing the general public about current developments on the job market. The SJMM monitors the Swiss job market using continuous representative surveys of job advertisements on companies' most important advertising channels. The data collected is analysed, contextualised, and combined with other job market data, such as job seeker or employment figures. As a result, scientifically substantiated knowledge is obtained about the Swiss job market, both regarding short-term fluctuations and medium and long-term developments.



THE ADECCO GROUP

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The Adecco Group Switzerland brand family



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